

Adopted: May 28, 1991

**ACADEMIC SENATE
OF
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, California**

**AS-366-91/PPC
RESOLUTION ON
STATEMENT ON RACISM AND DISCRIMINATION**

WHEREAS, The campus needs to express in a widely disseminated, concise, written format its commitment to the values expressed in this resolution; therefore, be it

RESOLVED: That the following statement be printed in the Cal Poly catalog and the Faculty, Staff, and Student Handbooks:

Statement on Racism and Discrimination

Cal Poly will not tolerate acts of racism or discrimination of any type. The University is committed to being a community enriched by individual differences, in which diversity is valued and respected and in which all members live and work free from harassment, abuse, mockery, and discrimination.

Proposed by:
Academic Senate Personnel
Policies Committee
May 9, 1991

State of California
M e m o r a n d u m

To: Charles Andrews, Chair
Academic Senate

Date: July 11, 1991

From: Warren Baker
President

File No.:

Copies: R. Koob

Subject: RESOLUTIONS ADOPTED BY THE ACADEMIC SENATE -- MAY 28, MAY 30 AND JUNE 4

I want to acknowledge the memo of June 13 forwarded by James Murphy in which he transmitted a series of resolutions adopted by the Academic Senate at its meetings of May 28, May 30 and June 4. The resolutions and my initial reactions are as follows:

AS-363-91, Intercollegiate Athletics Budget Reductions

I acknowledge the resolution adopted by the Senate and, as you are aware, the General Fund support for Athletics for 1991-92 was reduced 20 percent. It is not possible to make a commitment with regard to the second resolved clause recommending an additional 20 percent reduction for 1992-93.

AS-364-91, Coastal Resources Institute

This resolution is being forwarded to Vice President Koob for review and recommendation.

AS-365-91/C&BC, Academic Senate Representation on the University Center for Teacher Education This resolution is internal to the operations of the Academic Senate and I understand is subject to a vote of the faculty. Ifs my understanding that it is intended that this issue, along with others acted upon by the Senate this last year will be placed before the faculty in 1991-92.

AS-366-91/PPC, Resolution on Racism and Discrimination

This resolution is being forwarded to Vice Presidents Koob and Scott along with Anna McDonald, Affirmative Action Director, and Jan Pieper, Director of Personnel and Employee Relations, for review, comment, and recommendations.

AS-367-91/FB, Fairness Board Reporting Procedures

Again, this is a resolution relating to the internal operations of the Senate. I want to acknowledge receipt of this resolution. For your information, I have received a copy of the report for 1990-91. In addition, we will make the appropriate change in the Campus Administrative Manual.

AS-368-91/PPC, Resolution on Academic Freedom

This is being forwarded to Vice President Koob and Mike Suess, Associate Director of Personnel and Employee Relations, for review and comment and for consistency with the Faculty Handbook and collective bargaining agreement.

AS-369-91/EX, Resolution on Ethnic Diversity


This resolution is being forwarded to Vice Presidents Scott and Koob, Anna McDonald, Affirmative Action Director, and the members of the Equal Opportunity Advisory Council.

Memorandum

To : Charles Andrews, Chair
Academic Senate

Date : Aug. 16, 1991

File No.:


From : Warren J. Baker
President

Copies : Koob, Scott,
McDonald,
Pieper,
Suess, Negranti

Subject: **ACADEMIC SENATE RESOLUTION ON RACISM AND DISCRIMINATION**

In my note of July 11 regarding various Academic Senate resolutions adopted at the end of the academic year, I noted that I was forwarding the Resolution on Racism and Discrimination (AS 366-91/PPC) to Vice Presidents Koob and Scott, Anna McDonald and Jan Pieper for review, comment and recommendations.

I have now received back from those individuals their recommendations. All agree that the concept behind the resolution is appropriate and very much needed. They generally agree as well with the specific wording proposed for inclusion in the Catalog and the Faculty and Staff Handbooks and student publication on Rights and Responsibilities. There is some feeling, however, that the specific wording may not be appropriate for some publications. Because of the timing on printing of the publications, however, it has been agreed that the statement that was recommended by the Academic Senate be included in the 1992-94 Catalog, the 1991-92 Faculty and Staff Handbooks, and the 1991-92 student publication on Rights and Responsibilities. By copy of this memo, I am requesting those responsible for the various areas to proceed with the inclusion of this statement.

At the same time, I am requesting that Anna McDonald, Affirmative Action Director, and Vice President of Student Affairs Hazel Scott to work with the Academic Senate in considering revised wording that may be more appropriate for subsequent year publications.



AUG 19 1991

Memorandum

To : Warren Baker
President

Date : August 11, 1991

File No. :

From : 
Director of Personnel and Employee Relations

Copies : R. Koob
H. Scott
A. McDonald
M. Suess
R. Negranti

Subject: ACADEMIC SENATE RESOLUTION ON RACISM AND DISCRIMINATION

(AS 366.-91)

The Academic Senate resolution relating to a statement on Racism and Discrimination has been reviewed by me and members of my staff. There is no problem with printing the statement as written in the Faculty and Staff Handbooks.

As a member of the Personnel Policies Committee, I know that the wording of the resolution has been revised several times. Although some may still quarrel with the exact wording, I strongly agree with other members of the Personnel Policies Committee that the basic sense of the statement is needed to reinforce Cal Poly's commitment.

I hope that you will not need to suggest minor wording changes. If you accept the resolution as written, that will facilitate its acceptance for publication in the catalog and Faculty, Staff and Student Handbooks.

Thanks for giving me a chance to comment before you make your decision.



AUG 12 1991

Memorandum


CAL POLY
SAN LUIS OBISPO
CA 93407

To : **R. Koob**, H. Scott,
A. McDonald, J. Pieper

Date : July 11, 1991

File No.:

Copies :

From : 
Warren J. Baker
President

Subject: **ACADEMIC SENATE RESOLUTION ON
RACISM AND DISCRIMINATION**

Attached is a copy of the resolution adopted by the Academic Senate relating to a statement on Racism and Discrimination recommended for inclusion in the Cal Poly catalog and the faculty, staff and student handbooks. I would appreciate your review, comment and recommendations with regard to this proposed statement.

Attachment



JUL 11 1991

BT
To: Warren Baker
From: Bob Koob *BK/BT*

7/18/91

This wording should be compared with the Bill of Rights wording on freedom of speech. If there are no conflicts, then I would endorse this resolution.

AS-366-91/PPC